

Headquarters U.S. Air Force

Integrity - Service - Excellence

First Sergeant Update



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AF/CCC

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First Sergeant Manning

CURRENT

Dec 04

CMSgt 147% 141%

SMSgt 120% 119%

MSgt 84% 90%

TOTAL 94% 98%

100% by Feb 05.

■ Dec 03 - 92% Retirement Eligible

■ Dec 04 - 71% Retirement Eligible



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FSSP Results

- **400 identified**
- **290 released by primary AFSC for consideration**
- **Breakdown of the 290 candidates:**
 - **73 volunteers**
 - **151 recommendations**
 - **40 non recommendations**
 - **19 exemptions**
 - **7 had packages already in the system**
- **120 assigned class dates**
 - **73 vols & 47 most eligible from recommendations**



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1st Sgt Recruiting

- **Still very important**
 - **04D - 58 (20 FSSP) (10 Jun 04 Grad)**
 - **04E - 58 (20 FSSP) (31 Aug 04 Grad)**
 - **04F - 58 (20 FSSP) (6 Oct 04 Grad)**
 - **05A - 58 (20 FSSP) (18 Nov 04 Grad)**
 - **05B - 58 (20 FSSP) (18 Feb 05 Grad)**
 - **05C - 20 (20 FSSP) (15 Apr 05 Grad)**
 - **05D - 4 (1 July 05 Grad)**
 - **05E - 0**
 - **05F - 0**
- **Recruiting efforts must continue to prevent another round of FSSP**



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FY04 Recruiting by MAJCOM

ACC - 108

AETC - 58

USAFE - 20

AFSPC - 14

MISC - 9

AFPC - 2

AMC - 60

PACAF - 31

AFMC - 16

AFSOC - 12

AIA - 7

TOTAL: 337



1st Sgt Force Management

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- **Must balance grades**
- **MSgt manning projected to be 96% after 1 Jan**
 - **FSA production must continue**
- **Maintaining 100% manning is a win for AF**
- **Necessitates force management**
- **Master sergeants are the “work-horse”**
- **Authorizations MSgt SMSgt CMSgt**
962(77%) 237(19%) 56(4%)



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Manpower Standard

- **Manpower standard review nearing completion**
- **MAJCOMs CCFs reviewing standards this week**
 - **Must have accurate data for sound decisions**
 - **Authorizations must be correct before we can truly balance the books**
- **Data we're seeing:**
 - **Manpower books outdated**
 - **Over 50% of Chief and 30% of Senior billets don't meet standard**
 - **Is Manpower standard outdated???**



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1st Sgt Force Management 8F Chiefs

**CM Sgt Stephen Sullens
AFSLMO/CG**



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1st Sgt Force Management

8F SMSgts

- **Approximately 40 excess**
- **No formal cross flow or cross train program for E-8**
- **Manpower standard review to be completed Aug 04**
- **Will look at E-8s with less than 7 years away from primary first**
- **61 could fill vacancies in core AFSC, 28 truly needed**
 - **Seek volunteers first**
 - **Non-vol those most needed elsewhere**



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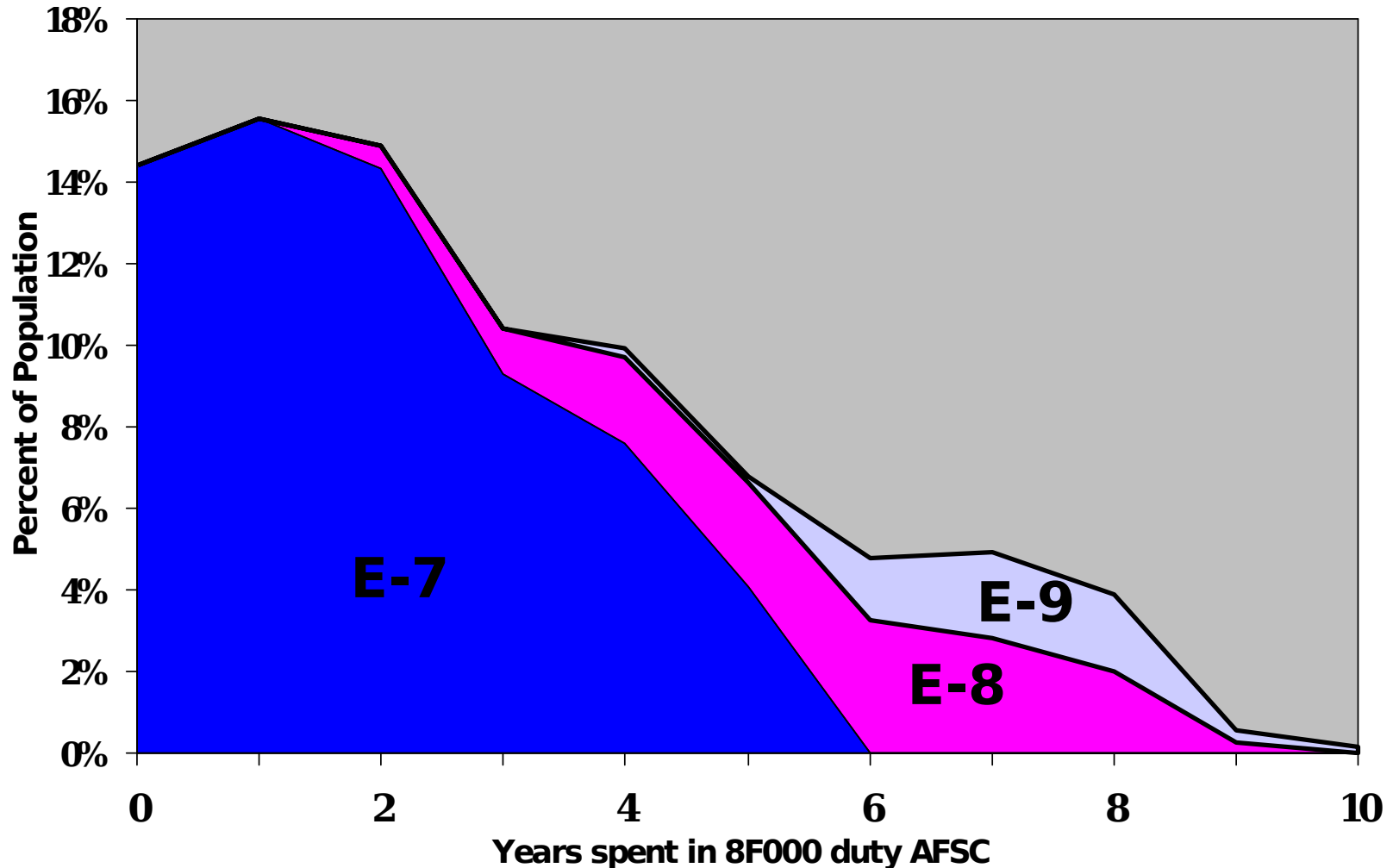
Force Shaping Impact???

- **Don't apply for retirement unless you are serious**
- **HYT Extensions - not being approved**
- **Assignment Limitation Code C**



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3-Plus-3 Demographics





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Voluntary Diamond Removals

- **Graduated after Oct 02**
 - **Remove at 3/6 year points**
- **Grandfathered**
 - **Expect to wait until assignment system supplies your replacement - CCM makes decision**
 - **May mean you PCS**
 - **Requesting removal to get out of an assignment is a foul**



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For Cause Diamond Removals

- MSgt, 2.4 years experience
 - Art 15 - Adultery (Sexual relations w/SrA while TDY to OEF)

- MSgt, 2 years experience
 - LOR - False Official Statement/Coercion (falsified his own Weight Mgmt records, forced CCQ to accept the altered documents)

- MSgt, unknown experience
 - Retired - Unprofessional Relationship



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For Cause Diamond Removals Cont.

- MSgt, 4 years experience
 - Reduced to TSgt – sexual harassment/unprofessional relationship

- MSgt, 1.5 years Experience
 - Adulterous Relationship while deployed

- MSgt, 4 years experience
 - Failure in Weight Mgt



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For Cause Diamond Removals - Cont.

- MSgt, 1 year experience
 - Unprofessional behavior

- MSgt, 4 years experience
 - Unprofessional relationship with admin troop – lost diamond and his wife



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First Sergeant Councils

- **Who owns council?**
- **Role of CCM in council**
 - **Who's the guest - CCM or Shirts**
- **Role of private organization officers**
- **Private organization meetings**
- **Private organization activities vs. unit responsibilities**

- **Enough said.....**



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Closing Thoughts

Evolving Leadership

In

Challenging Times



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Questions

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